



The Pathways World Café: Pathways to Wellbeing and Economic Prosperity

A Primer for the October 28, 2011 Progressive Discussion

Requested by: Senator Carol Liu, Chair, Senate Human Services Committee

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ACKNOWLEDGEMENTS

The World Café supporting materials and graphics were provided courtesy of The World Café Community Foundation. The World Café model is used in a variety of contexts at all levels of stakeholder groups: Businesses and civic groups use it for strategic planning, while communities use it to address local matters like budget cuts or public school concerns. Government and non-governmental organizations use the World Café facilitation strategy to address local, statewide, national, and international concerns like environmental issues and public health concerns. For more information about the World Café, and to access their numerous resources including a large international community, visit their website at www.theworldcafe.com.

The primer was prepared in response to a request from Senator Carol Liu. For additional copies of this primer, please contact the California Research Bureau at CRB@library.ca.gov or visit our website at www.library.ca.gov/crb. For additional information or questions, please contact Brian Sala Ph.D., Acting Director, California Research Bureau at BSala@library.ca.gov.

INTRODUCTION

With double-digit unemployment, record numbers of under-employed and no economic relief in sight, the Great Recession has left more than one in six Californians living in poverty; including 2.2 million (nearly one out of four) of the state's children. Helping them to find a pathway out of poverty will take a collaborative effort. Senator Carol Liu's *Pathways to Wellbeing and Economic Prosperity Program* (*The Pathways Program* or simply *Pathways*) establishes an open forum for collaboration. Through *The Pathways Program*, service providers, individuals, and families can find resources and opportunities to assist them in meeting their goals.

Over time, *Pathways* will host or partner to produce multiple events targeted towards specific audiences in the 21st Senate District. To that end, earlier this year Senator Liu convened a series of meetings with community advocates and potential partners to shape the content of *Pathways* events. Through these efforts, they developed *The Pathways World Café*; the trailhead meeting on October 28 where you step in to join the conversation. This gathering of the minds will utilize a working group and progressive discussion format to facilitate networking and tease out big-picture solutions for laying a path that will allow participants to achieve their mutual goal of reducing poverty in California.

Trail-head, *noun*, trāl-hed: the point at which a trail begins.

~ *Merriam-Webster*

Modern **trailheads** often contain maps, signposts, restrooms, distribution centers for informational brochures about the trail, and parking areas for cars and trailers.

~ *Wikipedia*

Pathways World Café: the modern **trailhead** upon which the Pathways to Wellbeing and Economic Prosperity converge.

Pathways events, coalitions, and portals encourage collaborations and coordination of services. The events also identify resources and provide access to programs that enable individuals and families to meet their needs for healthy food, safe housing, total healthcare, education, and employment. Along the pathway, service providers will make discoveries that result in strong collaborations and program enhancements. Those walking the path will learn ways to live healthier, happier, and more prosperous lives.

This document, prepared by the California Research Bureau at the request of Senator Liu, is a primer on the progressive discussion model at the core of the *Pathways World Café*. Included in this document is an overview of the World Café model, a discussion of the goals for the day, and the list of questions you will consider as a means of achieving those goals. We have also included a list of community resources and data that you may find useful.

ALL JOURNEYS BEGIN WITH A CONVERSATION

Inspired by the internationally-recognized facilitation method known as the World Café, the *Pathways World Café* will provide a venue for unfettered dialog. The key to success at the café is the progressive nature of the conversations themselves. Each round of conversation will dig deeper into the soil, tilling ideas into a rich fertile loam, as we prepare for a bountiful harvest.

While at the *Pathways World Café*, trailblazers will tease out big-picture solutions to achieving their goals through a series of round-robin conversations. The catch ... each time the round shifts, so do the conversation participants! This provides an opportunity for a broader collective mind to explore and build upon the knowledge base identified in previous rounds.

What is the World Café?

It all started with a planning meeting, a rainy day, and a spontaneous shift in game plan that required participants to keep trading seats at small indoor tables, rather than sitting as a group in a large outdoor circle. This change in plan blossomed into the now internationally-renowned facilitation process known as the World Café. To learn more about the process, visit www.theworldcafe.com.

Each conversational round functions like a contiguous series of interdependent systems (think communities of creative thinkers, creative facilitators, and creative archivists/graphic recorders). Now imagine all of these systems focused on community-related ideas for change that lay a pathway of steppingstones leading to happier, more fulfilling, more prosperous lives for all.

Invitees to the *Pathways World Café* include service providers and government organizations that serve vulnerable populations. The large majority serve the 21st Senate District. The criteria for participation are: an interest in amplifying service delivery; a desire to yield strong outcomes for clients; and a willingness to devote a morning to engaging in a series of conversations focused on teasing out and identifying innovative solutions for success.

**Your commitment to participating is our key to success.
In the interest of total engagement and meaningful participation,
we ask that all attendees of the Café, please:**

ARRIVE ON TIME

STAY FOR THE ENTIRE PROCESS

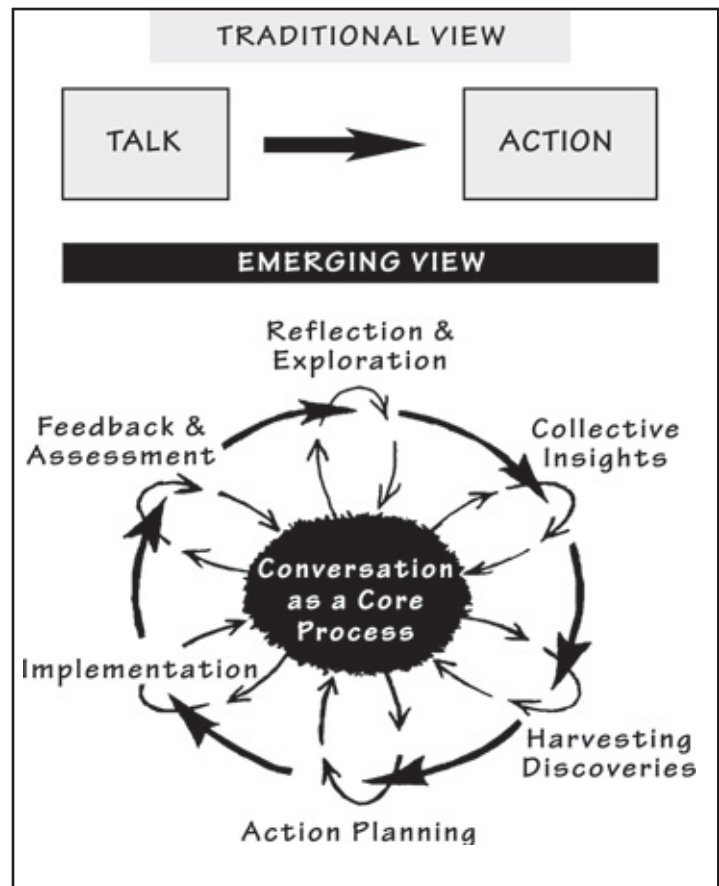
BE COMFORTABLE — DRESS CASUALLY.

Logistics Behind the *Pathways World Café*

In a World Café setting, progressive discussions result in the active consideration and exchange of ideas between large groups of people. These round-robin discussions are the core process used to discover emerging new ways of being and doing.

Here is how it works. The *Pathways World Café* utilizes a working group and progressive discussion model format that takes place at small tables in an informal, yet highly structured setting. You will arrive to discover a café-like setting in which each table is assigned a goal and related question set. During each round of conversation, attendees will discuss one of three questions crafted to tease out a broad array of options focused on achieving the stated goal. During these conversations, you will need to think broadly, think boldly, and have your voice heard directly through speaking up, or indirectly through drawings and doodles that reflect your newly seeded ideas.

Sounds simple, right? Here is the catch ... at the end of each round the group chooses one person to stay behind at the table to recap the next conversation for the next round. The remaining participants leave the initial conversation and go their separate ways, creating new conversations at different tables. At the end of the day, we will ask each group to reconvene in their original collectives, recap the essence of the conversations, and then share their harvest with everyone. This format allows for unfettered cross-pollination of ideas in ways traditional conversations do not. This process is what makes World Cafés uniquely effective in reaching new ground.



Participation – Trail Guides vs. Trailblazers

To ensure everyone can find their way, we will provide you with Trail Guides in the form of a Café Host and roving Graphic Recorders. The true Trailblazers however are *you* and the other participants at the table, some of whom will participate as The Gregarious Table Host or The Table-Based Graphic Recorders.

The Trail Guides

We provide these host facilitators who will direct the conversational process and create an archival summary of the various conversations as they occur throughout the day.

The Pathways World Café Host

The host is the person who leads us through the day. Once registration is complete and everyone settles in, the host will walk us through the process for the day and act as timekeeper. Look to the host should you have any questions related to the agenda and our timeframe for the day.

The Roving Graphic Recorders

These artistic archivists will wander the room throughout the Café making graphic representations of ideas as they emerge.

The Trailblazers

At the *Pathways World Café*, everyone is a Trailblazing active participant. Yet the process also requires two Trailblazers to step up each round as the Gregarious Table Host and the Table-Based Graphic Recorder. Which one are you?

The Gregarious Table Host

The first order of business during each round is choosing the Table Host. This person is slightly extroverted, concisely articulate, and gifted at clearly summarizing ideas in front of a group. The first order of business for the Table Host is to lead the group in identifying a Table-Based Graphic Recorder to create a visual archive of the conversation. The remaining responsibilities of the Table Host shift slightly between Round One and Two, then again between Round Three and the Recap Round. The paragraphs below lay out the differences.

During *Round One*, the Table Host gets the conversation started by reading the conversational goal and the question to be considered. They then keep the conversation flowing by providing gentle moderation. It is also their job to build a 3-minute verbal recap of the discussion to share with the next round's participants. So, after the round is complete, the Table Host stays behind while the others at the table scatter.

During *Rounds Two and Three*, after delivering their three-minute recap, the Table Host is retired from service yet remains at the table to help vote in a new Table Host and participate in the conversation. The new Table Host recruits a Table-Based Graphic Recorder, reminds the group of the goal, reads the current round's question, and then leads the group into continuing the conversation.

Things shift a bit again for the Table Host during the *Recap Round*. This time the new Table Host will start the conversation by reading the goal and all three questions associated with it. They will then lead a conversation focused on identifying and harvesting the ripe-and-ready ideas generated during the previous conversational rounds. During this round, using the information from the final recap and the graphic records from the previous rounds, the group will summarize the entire conversation into one three-minute presentation.

During the *Harvest Round*, the Table Host will deliver the 3-minute summary presentation to the entire group, while the remaining table participants create a visual representation of their summary.

The Table-Based Graphic Recorders

Do you have ideas to share, yet are a bit uncomfortable openly sharing them with the group? Or perhaps you have a love of – or gift for – summarizing conversations? Do you also have a love of drawing? If one of these constructs applies to you, then the colorful pens on the table are your tools of the trade. So when the Table Host calls for a volunteer to build the conversational archive, make sure you raise your hand high; then pick your colors, listen closely, and help out by summarizing the discussion in drawings and words that illustrate what you hear, feel, and think. These doodles and musings create the graphical archive of ideas, feelings, and thoughts that serve as the foundation upon which change can occur.



Everyone at the Table is a Trailblazer

This category includes everyone at the table as *all* are encouraged to speak their ideas aloud, *without* dominating the conversation. The goal of the day is to generate ideas and the best way to have your idea heard is to share it, politely. To encourage honest, open, frank, friendly conversations, *please* be respectful of all opinions, be mindful of the time, and give ample room for others to share their thoughts. Most importantly, *please*, keep it kind. Keep in

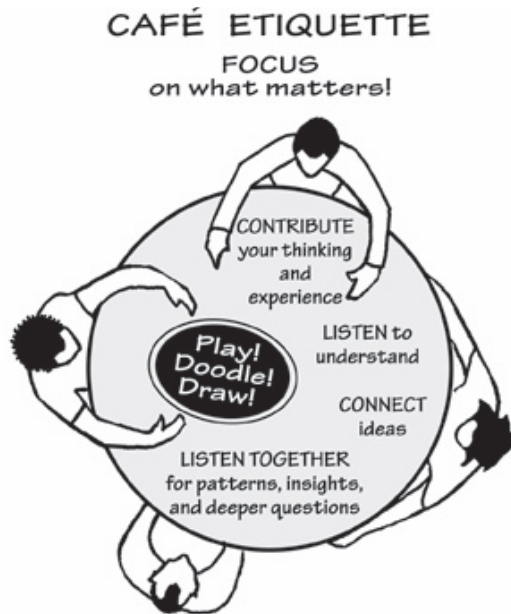
mind, if time runs short and you still have something to say, you can always grab a pen and draw your own graphic or jot down some notes, leaving your ideas literally on the table for others to see while the conversation continues.

Goals and Focus of the Pathways World Café

The *primary purpose* of the Pathways World Café is to identify innovative big-picture solutions for achieving specific goals, through robust conversation. An added bonus – cafés are an ideal

setting for networking and coalition building. To that end, we have set three goals for the day. These goals are (1) to capture the essence of community social service needs through inspired conversations, (2) to identify means to maximize our capacity to meet those needs, and (3) to find innovative ways to increase access to necessary services and information while also expanding our personal networks.

On the next page is the list of goals for the day, the distilled essence of the conversation to which the goal relates, and the questions intended to inspire creative thinking among participants.



Commitment is Key – Thank You

Thank you for stating your commitment to participate. On October 28, 2011, you will meet at the trailhead to confer with other hikers, check the topography map, agree on a destination, make a plan, gather supplies, choose a path, and start walking! To help keep us on the path, the California Research Bureau will compile a Meeting Summary outlining the mass of ideas gleaned during the Harvest and highlighting the distilled list of potential next steps. In the meantime, after regrouping, we encourage you to focus on keeping new connections alive and old connections refreshed while you walk along the *Pathway*.

GOAL 1:

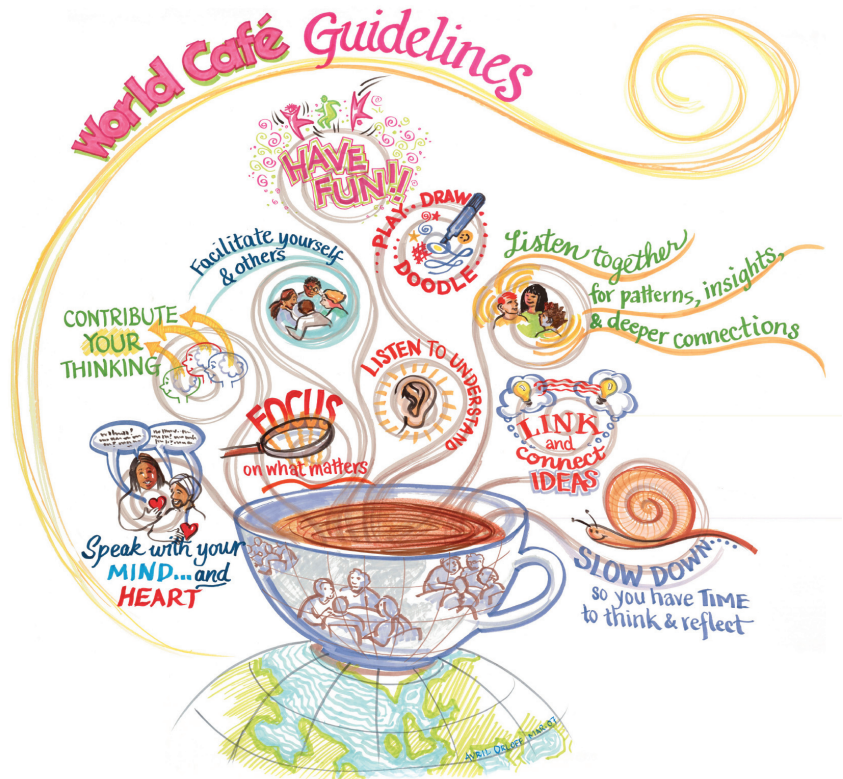
Identify and Prioritize Critical Needs

ESSENCE: COMMUNITY
SOCIAL SERVICE NEEDS

Q1: What are the most critical 21st Senate District Needs?

Q2: What are the primary barriers to meeting the critical needs?

Q3: What are some creative ways we can leverage existing resources to overcome these barriers?



GOAL 2:

Identify Mechanisms to Expand Capacity to Meet Critical Needs Including Providing Wraparound-Style Services to Those with Multiple Needs

ESSENCE: BUILDING CAPACITY

Q1: In these tough economic times, what creative solutions can we use to build capacity?

Q2: What obstacles stand in the way of realizing these creative solutions?

Q3: How can we leverage existing resources to overcome these obstacles?

GOAL 3:

Identify Legislative and/or Regulatory Changes Necessary to Remove Barriers and Enhance Service Delivery

ESSENCE: ACCESS TO SERVICES AND INFORMATION

Q1: Funding crisis aside, what are currently your biggest obstacles with regard to achieving the mission of your organization?

Q2: In the absence of additional funding, what do you need to break through the obstacles?

Q3: What are some creative ways we can leverage existing resources to meet these needs and overcome the barriers to accessing services and information?

PATHWAYS TO WELL-BEING AND ECONOMIC PROSPERITY – COMMUNITY RESOURCES

Here is a compilation of resource links sorted into the following categories: Los Angeles County, Public Grants, Additional Resources (including everything from programs focused on building community-oriented coalitions to elder-care), and Blogs & Studies.

Los Angeles County

- ✧ **Community Resources, Senator Carol Liu – 21st Senate District** (dist21.casen.govoffice.com/index.asp?Type=B_BASIC&SEC={E33F51C2-48F6-4D35-AF17-D7DD9C55B014}): A list of resources and funding opportunities available to assist constituents of the 21st Senate District.
- ✧ **Healthy City** (<http://www.healthycity.org/>): Search for community resources, share information, and consult with experts on how to create change in California communities.
- ✧ **Healthy People 2020** (www.healthypeople.gov/2020/default.aspx, and www.healthypeople.gov/2020/implementing/default.aspx): Information on the Healthy People 2020 Initiative and MAP-IT, A Guide to local using Healthy People 2020 locally.
- ✧ **Living Wage Calculator** (<http://www.livingwage.geog.psu.edu/>). Information and data specific to Los Angeles County: <http://www.livingwage.geog.psu.edu/counties/06037>.
- ✧ **Los Angeles County – Network of Care Websites**
 - **People with Disabilities**
<http://losangeles.networkofcare.org/aging/home/index.cfm>
 - **Mental & Behavioral Health**
<http://losangeles.networkofcare.org/mh/home/index.cfm>
 - **Veterans**
<http://losangeles.networkofcare.org/Veterans/home/index.cfm>
- ✧ **Los Angeles County Services Locator** (<http://maps.lacounty.gov/>) A one-stop telephone and internet portal that assists county residents in their search for services and assistance.
- ✧ **Los Angeles County – 211** (<http://www.211la.org/>) A one-stop telephone and internet portal linking individuals and families with services and assistance.

Public Grants and Programs

- ✧ **The State of California – Grants** (www.ca.gov/Grants.html) website includes links to select grant opportunities from various sources.

- ✧ **California Fresh Works** (www.cafreshworks.com) “A public-private partnership loan fund created to bring grocery stores, markets that offer fresh produce, and other innovative forms of healthy food retail and distribution to communities that do not have them.”
- ✧ **Federal Catalog of Domestic Assistance** (www.cfda.gov): A searchable database of all available federal grant and domestic assistance programs. This publication includes sections on understanding federal budget coding and how to write a successful grant.
- ✧ **U.S. Department of Health and Human Services – Grants.Com** (www.Grants.com): A portal used to find and apply for federal grants.

Additional Resources

- ✧ **California Career Resources Network** (<http://www.californiarealitycheck.com>) The Reality Check Website is an online tool intended to show teens the true cost of living.
- ✧ **County Welfare Directors Association** (www.cwda.org): This website has a large resources list. Point to the “Resource Links” tab on this page and a variety of subcategories for resource links will appear.
- ✧ **Craigslist Foundation** (<http://craigslistfoundation.org/programs/>) “[is] an operating foundation, which leverages its experience as a community connector to bring together nonprofit leaders, business, government, philanthropy and community members to take greater responsibility for where they live, play and work.”
- ✧ Underwritten by CITI, **EARN** (<http://www.earn.org/>) provides free financial coaching and savings assistance to qualified individuals. For more information on **EARN Financial Coaching** visit here: www.earn.org/financial_services/info/coaching/.
- ✧ **Exploring Career Opportunities Website** (<http://www.cde.ca.gov/re/dc/co>) is a career-discovery focused website provided through the California Department of Education.
- ✧ **The National Center for Children in Poverty (NCCP)** has a **Basic Needs Budget Calculator** (www.nccp.org/tools/frs/budget.php) available on their website. The NCCP Fact Sheet, *Measuring Poverty in the United States*, is here: www.nccp.org/publications/pdf/text_825.pdf.
- ✧ **The Program of All-inclusive Care for the Elderly (PACE)**, (www.calpace.org) functions under the belief system that it is better for the well-being of seniors to be served in the community whenever possible. PACE serves seniors in need of nursing home care.

- ✧ **SEVA** (www.seva.org) is an international health organization, located in Berkeley, CA, working to build sustainable programs in underserved communities around the globe. Intertribal Friendship House, Native American Community Health and Community Garden Program, Bay Area, CA, is an example of a local SEVA program: www.seva.org/site/PageServer?pagename=programs_NA_Project_3.
- ✧ **The Urban Institute:**
 - Neighborhood Indicators: <http://www.urban.org/housing/indicators.cfm>
 - Poverty and Safety Net: <http://www.urban.org/welfare/index.cfm>
 - Families and Parenting (safety nets, home ownership...): <http://www.urban.org/family/index.cfm>

Blogs, Studies & Research

- ✧ A recent review of new Census data releases by the **California Budget Project**, shows that “More than 6 million Californians – nearly one out of six – had incomes below the federal poverty line. In addition, 2.2 million of the state’s children – nearly one out of four – were living in poverty in 2010.” See the data here: http://cbp.org/pdfs/2011/110913_Poverty_Incomes.pdf.
- ✧ **ideas 42 – Asking the Right Questions** (<http://ideas42.iq.harvard.edu/origins>) is a Social Science Research and Development laboratory at Harvard University, established in June 2008, with the goal of using scientific insights to design innovative policies and products, both domestically and internationally.
- ✧ The **Abdul Latif Jameel Poverty Action Lab (J-PAL)**, <http://www.povertyactionlab.org/>) is a network of 59 affiliated professors around the world united through their use of Randomized Evaluations (REs) to answer questions critical to poverty alleviation.
- ✧ Sponsored by the Lucille Packard Foundation, **KidsData** (www.kidsdata.org), “is a gateway to comprehensive data about the health and well-being of children across California. The site offers data for every city, county, and school district in the state, making it easy to monitor trends and pinpoint disparities.”
- ✧ **BLOG: Miller, Laurel, “Mobile Farmers Markets: the Next “Big Thing” in Food Trucks?”**, *The Gadling Blog from AOL Travel*, April 25, 2011, www.gadling.com/2011/04/25/mobile-farmers-markets-the-next-big-thing-in-food-trucks/.
- ✧ **Brown, Kathryn, “Going for Broke in School”**, *Silicon Valley Education Foundation Blog*, September 16, 2011, toped.svefoundation.org/2011/09/16/going-for-broke-in-school. Research related to the impacts of poverty on education and other aspects of daily life for individuals and families. The site links to research and short documentaries, some of which are the efforts of low-income, at-risk families.

- ✧ **A Stanford University** (www.stanford.edu/group/scspi/index.html) program focused on the research, training, and policy analysis of policies related to poverty and inequality.
- ✧ **The Self-Sufficiency Standard** (www.selfsufficiencystandard.org/index.html) “Census data indicate that family income has been declining in California, yet [recently released] data show that the costs to meet basic needs increased from 2008 to 2011 for many types of families statewide.” For more information and a summary of the principles behind the Self-Sufficiency Standard visit here: www.kidsdata.org/advisories/selfsufficiency.html and here: http://www.selfsufficiencystandard.org/docs/SSS%20General%20Handout_061909.pdf.
- ✧ **STUDY:** Bertrand, M., S. Mullainathan, and E. Shafir. “A behavioral-economics view of poverty.” *The American Economic Review* 94, No. 2 (2004): 419-423, cbdr.cmu.edu/seminar/shafir.pdf.
- ✧ **STUDY:** Monsivais, P., A. Aggarwal, and A. Drewnowski. “Following Federal Guidelines to Increase Nutrient Consumption May Lead to Higher Food Costs for Consumers.” *Health Affairs* 30 (August 3, 2011): 1471-1477, content.healthaffairs.org/content/early/2011/08/03/hlthaff.2010.1273.full.html

Pathways to Wellbeing and Economic Prosperity

The Pathways World Café Agenda



October 28, 9:00 a.m.-1:30 p.m
The Pacific Community Center
501 S. Pacific Ave.
Glendale, CA 91204

- 9:00 a.m.** Check In, Mingle, Find a Seat, and Set Phone to Silent
- 9:20 a.m.** Welcome Message – Senator Carol Liu
- 9:22 a.m.** Greetings from Platinum Level Pathways Sponsors
- 9:30 a.m.** Four Trailblazers Discuss Their Pathway Out – The At-Risk Population Life
- 10:10 a.m.** Introduction to World Café with Graphic Recorder Illustrations
- 10:20 a.m.** Pathways World Café Conversational Rounds
 - ☼ **10:20-10:40 a.m.** – Round 1, Question One
 - ☼ **Transition**
 - ☼ **10:45-11:05 a.m., Round 2** – Recap of Round 1, Question Two
 - ☼ **Transition**
 - ☼ **11:10-11:30 a.m. Round 3** – Recap of Round 2, Question Three
 - ☼ **Transition Back to Original Group**

WORKING LUNCH

- 11:35 a.m.** 15 Minute Break While Lunch is Served
- 11:50 p.m.** *Preparing for Harvest* – Graphic Recorders Share Their Harvest
- 12:10 p.m.** *The Recap Round* – Preparing the Harvest
- 12:25 p.m.** *The Harvest Round* – Sharing the Harvest
- 1:25 p.m.** Thank You for Participating and Next Steps

